

ORDINANCE NO. 49-906240100.
Non-exempt Salary

AN ORDINANCE PROVIDING FOR A UNIFORM SCHEDULE OF STANDARD PAY RANGES FOR NON-EXEMPT EMPLOYEES OF THE CITY OF WICHITA, REPEALING ORDINANCE NO. 49-633

BE IT ORDAINED BY THE GOVERNING BODY OF THE CITY OF WICHITA:

SECTION 1. A schedule of standard pay ranges established for classifications in *Wichita Transit* represented by Teamsters Union Local #795, and in which employees are treated as non-exempt from the overtime provisions of the FLSA.

SCHEDULE OF STANDARD PAY RANGES IN HOURLY AMOUNTS
December 20, 2014 - December 18, 2015

Range	A	B	C	D	E	F	G
312	11.3008	11.5833	11.8729	12.1697	12.4740	12.7858	13.1055
314	12.8353	13.1561	13.4850	13.8222	14.1677	14.5219	14.8850
315	12.8353	13.1561	13.4850	13.8222	14.1677	14.5219	14.8850
316	13.4090	13.7442	14.0878	14.4400	14.8010	15.1710	15.5503
317	14.3686	14.7278	15.0960	15.4734	15.8602	16.2567	16.6631
320	16.4786	16.8906	17.3128	17.7456	18.1893	18.6440	19.1101
321	17.1215	17.5495	17.9883	18.4380	18.8989	19.3714	19.8557
322	17.9518	18.4006	18.8606	19.3321	19.8154	20.3108	20.8186

Range	H	I	J	K	L	M	N	O
312	13.4331	13.7689	14.1132	14.4660	14.8276	15.1983	15.5783	15.9677
314	15.2571	15.6385	16.0295	16.4302	16.8410	17.2620	17.6935	18.1359
315	15.2571	15.6385	16.0295	16.4302	16.8410	17.2620	17.6935	18.1359
316	15.9390	16.3375	16.7460	17.1646	17.5937	18.0336	18.4844	18.9465
317	17.0797	17.5067	17.9444	18.3930	18.8528	19.3241	19.8072	20.3024
320	19.5879	20.0776	20.5795	21.0940	21.6213	22.1619	22.7159	23.2838
321	20.3521	20.8609	21.3824	21.9170	22.4649	23.0265	23.6022	24.1922
322	21.3390	21.8725	22.4193	22.9798	23.5543	24.1432	24.7468	25.3654

SCHEDULE OF STANDARD PAY RANGES IN HOURLY AMOUNTS
December 19, 2015 - December 23, 2016

Range	A	B	C	D	E	F	G
312	11.4421	11.7281	12.0213	12.3219	12.6299	12.9457	13.2693
314	12.9957	13.3206	13.6536	13.9949	14.3448	14.7034	15.0710
315	12.9957	13.3206	13.6536	13.9949	14.3448	14.7034	15.0710
316	13.5766	13.9160	14.2639	14.6205	14.9860	15.3606	15.7447
317	14.5482	14.9119	15.2847	15.6668	16.0584	16.4599	16.8714
320	16.6846	17.1017	17.5292	17.9675	18.4167	18.8771	19.3490
321	17.3355	17.7689	18.2131	18.6685	19.1352	19.6135	20.1039
322	18.1762	18.6306	19.0964	19.5738	20.0631	20.5647	21.0788

Range	H	I	J	K	L	M	N	O
312	13.6010	13.9410	14.2896	14.6468	15.0130	15.3883	15.7730	16.1673
314	15.4478	15.8340	16.2298	16.6356	17.0515	17.4778	17.9147	18.3626
315	15.4478	15.8340	16.2298	16.6356	17.0515	17.4778	17.9147	18.3626
316	16.1383	16.5417	16.9553	17.3792	17.8136	18.2590	18.7155	19.1833
317	17.2932	17.7255	18.1687	18.6229	19.0885	19.5657	20.0548	20.5562
320	19.8327	20.3285	20.8368	21.3577	21.8916	22.4389	22.9999	23.5749
321	20.6065	21.1216	21.6497	22.1909	22.7457	23.3143	23.8972	24.4946
322	21.6058	22.1459	22.6996	23.2671	23.8487	24.4450	25.0561	25.6825

SECTION 2. A schedule of standard pay ranges established for classifications for *variable, seasonal and/or intermittent* positions that are City employees and treated as non-exempt from the overtime provisions of the FLSA.

SCHEDULE OF STANDARD PAY RANGES IN HOURLY AMOUNTS
December 20, 2014 - December 18, 2015

Range	A	B	C	D	E	F	G
405	7.2500	7.4313	7.6170	7.8075	8.0026	8.2027	8.4078
406	8.1934	8.3982	8.6083	8.8234	9.0440	9.2701	9.5019
407	8.5051	8.7177	8.9357	9.1591	9.3881	9.6228	9.8634
408	8.8359	9.0568	9.2832	9.5154	9.7532	9.9970	10.2470
409	9.1966	9.4265	9.6622	9.9038	10.1513	10.4051	10.6652
410	9.5741	9.8135	10.0587	10.3103	10.5680	10.8322	11.1030
411	9.9562	10.2051	10.4602	10.7218	10.9898	11.2645	11.5462
412	10.3837	10.6433	10.9093	11.1820	11.4617	11.7481	12.0419
414	11.2868	11.5690	11.8582	12.1547	12.4586	12.7700	13.0893
415	11.7898	12.0845	12.3866	12.6963	13.0137	13.3390	13.6726
416	12.3154	12.6233	12.9389	13.2624	13.5939	13.9337	14.2820
417	12.8746	13.1965	13.5264	13.8646	14.2112	14.5665	14.9307

Range	H	I	J	K	L	M	N	O
405	8.6180	8.8334	9.0543	9.2806	9.5126	9.7504	9.9942	10.2441
406	9.7394	9.9829	10.2325	10.4883	10.7505	11.0193	11.2947	11.5771
407	10.1100	10.3626	10.6218	10.8873	11.1595	11.4385	11.7245	12.0175
408	10.5032	10.7658	11.0348	11.3108	11.5936	11.8833	12.1805	12.4849
409	10.9319	11.2052	11.4853	11.7724	12.0667	12.3685	12.6776	12.9945
410	11.3806	11.6651	11.9567	12.2556	12.5620	12.8761	13.1980	13.5280
411	11.8349	12.1307	12.4340	12.7449	13.0675	13.3900	13.7248	14.0679
412	12.3429	12.6515	12.9678	13.2920	13.6243	13.9649	14.3140	14.6719
414	13.4165	13.7519	14.0957	14.4481	14.8093	15.1795	15.5590	15.9480
415	14.0143	14.3648	14.7238	15.0919	15.4692	15.8559	16.2524	16.6587
416	14.6392	15.0051	15.3802	15.7647	16.1588	16.5629	16.9769	17.4013
417	15.3039	15.6865	16.0787	16.4806	16.8926	17.3149	17.7478	18.1915

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SECTION 3. A schedule of standard pay ranges established for positions in which employees are treated as non-exempt from the overtime provisions of the FLSA.

SCHEDULE OF STANDARD PAY RANGES IN HOURLY AMOUNTS
December 20, 2014 – December 18, 2015

Range	A	B	C	D	E	F	G
602	7.9284	8.1267	8.3299	8.5381	8.7515	8.9704	9.1946
606	8.6522	8.8684	9.0902	9.3174	9.5503	9.7891	10.0338
607	8.9813	9.2057	9.4359	9.6718	9.9136	10.1616	10.4156
608	9.3306	9.5637	9.8029	10.0481	10.2992	10.5567	10.8206
609	9.7114	9.9542	10.2031	10.4582	10.7196	10.9876	11.2623
610	10.1101	10.3628	10.6219	10.8874	11.1596	11.4385	11.7246
611	10.5136	10.7764	11.0457	11.3220	11.6051	11.8952	12.1926
612	10.9649	11.2391	11.5199	11.8080	12.1033	12.4057	12.7160
613	11.4226	11.7081	12.0008	12.3008	12.6083	12.9236	13.2467
614	11.9186	12.2166	12.5221	12.8351	13.1560	13.4848	13.8220
615	12.4498	12.7611	13.0800	13.4070	13.7423	14.0858	14.4380
616	13.0048	13.3300	13.6632	14.0048	14.3548	14.7137	15.0816
617	13.5953	13.9352	14.2837	14.6408	15.0068	15.3819	15.7665
618	14.2226	14.5781	14.9426	15.3161	15.6991	16.0915	16.4936
619	14.8876	15.2597	15.6413	16.0323	16.4332	16.8438	17.2650
620	15.5755	15.9648	16.3640	16.7731	17.1924	17.6222	18.0627
621	16.3319	16.7402	17.1586	17.5876	18.0274	18.4779	18.9400
622	17.1215	17.5496	17.9882	18.4381	18.8990	19.3714	19.8557
623	17.9518	18.4005	18.8605	19.3321	19.8153	20.3108	20.8186
624	18.8456	19.3169	19.7998	20.2947	20.8021	21.3221	21.8552
625	19.7843	20.2789	20.7858	21.3055	21.8381	22.3840	22.9437
626	20.7803	21.2998	21.8323	22.3781	22.9376	23.5111	24.0989
627	21.8362	22.3822	22.9416	23.5153	24.1030	24.7056	25.3233
630	25.2980	25.9304	26.5787	27.2432	27.9243	28.6224	29.3380

Range	H	I	J	K	L	M	N	O
602	9.4245	9.6600	9.9016	10.1492	10.4029	10.6629	10.9294	11.2028
606	10.2846	10.5418	10.8053	11.0755	11.3524	11.6361	11.9270	12.2252
607	10.6759	10.9427	11.2164	11.4968	11.7843	12.0788	12.3809	12.6902
608	11.0912	11.3684	11.6526	11.9439	12.2426	12.5485	12.8624	13.1838
609	11.5439	11.8325	12.1283	12.4314	12.7422	13.0609	13.3873	13.7220
610	12.0177	12.3181	12.6260	12.9417	13.2651	13.5969	13.9369	14.2852
611	12.4974	12.8097	13.1300	13.4584	13.7948	14.1396	14.4931	14.8554
612	13.0339	13.3597	13.6938	14.0361	14.3870	14.7466	15.1154	15.4932
613	13.5779	13.9172	14.2651	14.6218	14.9874	15.3620	15.7461	16.1397
614	14.1676	14.5217	14.8848	15.2569	15.6383	16.0293	16.4300	16.8408
615	14.7989	15.1690	15.5481	15.9367	16.3351	16.7435	17.1622	17.5913
616	15.4587	15.8451	16.2412	16.6472	17.0634	17.4901	17.9272	18.3755
617	16.1606	16.5647	16.9787	17.4032	17.8382	18.2842	18.7414	19.2099
618	16.9061	17.3288	17.7620	18.2061	18.6612	19.1277	19.6059	20.0961
619	17.6966	18.1391	18.5925	19.0573	19.5338	20.0221	20.5227	21.0358
620	18.5144	18.9773	19.4517	19.9379	20.4365	20.9473	21.4709	22.0077
621	19.4135	19.8988	20.3963	20.9062	21.4289	21.9645	22.5136	23.0764
622	20.3521	20.8609	21.3824	21.9170	22.4649	23.0266	23.6022	24.1922
623	21.3391	21.8725	22.4193	22.9798	23.5543	24.1431	24.7466	25.3654
624	22.4017	22.9616	23.5357	24.1240	24.7271	25.3454	25.9790	26.6284
625	23.5172	24.1052	24.7077	25.3255	25.9586	26.6076	27.2728	27.9546
626	24.7012	25.3188	25.9518	26.6006	27.2656	27.9472	28.6459	29.3620
627	25.9564	26.6054	27.2705	27.9523	28.6511	29.3674	30.1016	30.8540
630	30.0714	30.8231	31.5937	32.3836	33.1931	34.0230	34.8736	35.7455

SECTION 4. A schedule of standard pay ranges established for **Airport Safety** positions in which employees are treated as non-exempt from the overtime provisions of the FLSA.

SCHEDULE OF STANDARD PAY RANGES IN HOURLY AMOUNTS
December 20, 2014 - December 18, 2015

Range	A	B	C	D	E	F	G
691*							
24 Hour Shift	13.0446	13.3706	13.7050	14.0477	14.3989	14.7588	15.1277
40 Hour Week	18.2625	18.7190	19.1869	19.6666	20.1582	20.6622	21.1788
692*							
24 Hour Shift	14.3490	14.7077	15.0755	15.4525	15.8386	16.2346	16.6404
40 Hour Week	20.0887	20.5908	21.1057	21.6333	22.1741	22.7285	23.2967

Range	H	I	J	K	L	M	N	O
691*								
24 Hour Shift	15.5060	15.8936	16.2909	16.6982	17.1156	17.5434	17.9820	18.4315
40 Hour Week	21.7082	22.2509	22.8073	23.3774	23.9618	24.5609	25.1749	25.8042
692*								
24 Hour Shift	17.0565	17.4829	17.9199	18.3680	18.8272	19.2979	19.7802	20.2749
40 Hour Week	23.8791	24.4761	25.0879	25.7152	26.3581	27.0169	27.6924	28.3848

SCHEDULE OF STANDARD PAY RANGES IN HOURLY AMOUNTS
December 19, 2015 - December 23, 2016

Range	A	B	C	D	E	F	G
691*							
24 Hour Shift	13.2077	13.5378	13.8763	14.2233	14.5789	14.9433	15.3168
40 Hour Week	18.4907	18.9530	19.4268	19.9125	20.4102	20.9205	21.4436
692*							
24 Hour Shift	14.5284	14.8916	15.2639	15.6456	16.0366	16.4376	16.8484
40 Hour Week	20.3398	20.8482	21.3695	21.9037	22.4512	23.0126	23.5879

Range	H	I	J	K	L	M	N	O
691*								
24 Hour Shift	15.6998	16.0922	16.4945	16.9069	17.3295	17.7627	18.2068	18.6619
40 Hour Week	21.9796	22.5291	23.0924	23.6696	24.2614	24.8679	25.4895	26.1267
692*								
24 Hour Shift	17.2697	17.7015	18.1439	18.5976	19.0626	19.5391	20.0274	20.5284
40 Hour Week	24.1776	24.7820	25.4015	26.0366	26.6876	27.3546	28.0385	28.7396

Hourly rates in this pay range that are designated “24-Hour Shift” are for **Airport Safety** positions assigned to work 24-hour shifts with schedules based on a 27-day work period. The rates designated “40-Hour Week” are provided to accommodate the need to assign an employee in a position classification assigned to one of these ranges to a duty requiring that work be performed during a 40-hour per week schedule.

SECTION 5. A schedule of standard pay ranges established for commissioned and non-commissioned positions in the ***Police Department*** that are treated as non-exempt from the overtime provisions of the FLSA.

**SCHEDULE OF STANDARD PAY RANGES IN HOURLY AMOUNTS
December 20, 2014 – December 18, 2015**

Range	A	B	C	D	E	F	G
712	18.2079	18.6631	19.1297	19.6080	20.0982	20.6006	21.1156
714	19.5119	19.9997	20.4997	21.0121	21.5375	22.0760	22.6279
722	20.5469						
723	21.5151	22.0529	22.6042	23.1692	23.7485	24.3423	24.9508
724	23.6371	24.2279	24.8336	25.4544	26.0907	26.7431	27.4116
725*	25.9936	26.6434	27.3094	27.9922	28.6920	29.4094	30.1446
727*	---	---	---	---	---	31.3730	32.1573

Range	H	I	J	K	L	M	N	O
712	21.6435	22.1847	22.7392	23.3077	23.8903	24.4876	25.0999	25.7273
714	23.1935	23.7733	24.3677	24.9769	25.6014	26.2413	26.8973	27.5699
722								
723	25.5745	26.2140	26.8692	27.5410	28.2295	28.9353	29.6586	30.4001
724	28.0970	28.7993	29.5193	30.2573	31.0137	31.7891	32.5838	33.3984
725*	30.8981	31.6706	32.4624	33.2739	34.1059	34.9584	35.8325	36.7283
727*	32.9612	33.7854	34.6298	35.4956	36.3829	37.2925	38.2248	39.1805

**SCHEDULE OF STANDARD PAY RANGES IN HOURLY AMOUNTS
December 19, 2015 – December 16, 2016**

Range	A	B	C	D	E	F	G
712	18.4355	18.8964	19.3688	19.8531	20.3494	20.8581	21.3796
714	19.7558	20.2497	20.7559	21.2748	21.8067	22.3519	22.9107
722	20.8037						
723	21.7840	22.3286	22.8867	23.4588	24.0454	24.6466	25.2627
724	23.9325	24.5307	25.1440	25.7726	26.4169	27.0774	27.7542
725*	26.3185	26.9765	27.6508	28.3421	29.0506	29.7770	30.5214
727*	---	---	---	---	---	31.7652	32.5592

Range	H	I	J	K	L	M	N	O
712	21.9140	22.4620	23.0234	23.5990	24.1890	24.7937	25.4136	26.0489
714	23.4835	24.0705	24.6723	25.2891	25.9214	26.5693	27.2335	27.9145
722								
723	25.8942	26.5417	27.2051	27.8852	28.5824	29.2970	30.0294	30.7801
724	28.4482	29.1593	29.8883	30.6355	31.4014	32.1865	32.9911	33.8158
725*	31.2844	32.0665	32.8682	33.6899	34.5322	35.3954	36.2804	37.1874
727*	33.3732	34.2077	35.0627	35.9393	36.8377	37.7587	38.7026	39.6702

*Hourly rates in this pay range are for law enforcement positions assigned to work a 42.5-hour per week schedule

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SCHEDULE OF STANDARD PAY RANGES IN HOURLY AMOUNTS
December 17, 2016 – December 15, 2017

Range	A	B	C	D	E	F	G
712	18.7121	19.1798	19.6593	20.1509	20.6547	21.1710	21.7003
714	20.0521	20.5535	21.0673	21.5939	22.1338	22.6872	23.2544
722	21.1157						
723	22.1108	22.6635	23.2300	23.8107	24.4060	25.0163	25.6416
724	24.2915	24.8987	25.5212	26.1592	26.8131	27.4836	28.1706
725*	26.7133	27.3811	28.0655	28.7672	29.4864	30.2237	30.9792
727*	---	---	---	---	---	32.2416	33.0476

Range	H	I	J	K	L	M	N	O
712	22.2427	22.7989	23.3688	23.9530	24.5518	25.1656	25.7948	26.4397
714	23.8357	24.4316	25.0424	25.6684	26.3102	26.9679	27.6420	28.3332
722								
723	26.2826	26.9398	27.6131	28.3035	29.0111	29.7364	30.4798	31.2418
724	28.8749	29.5967	30.3366	31.0950	31.8724	32.6693	33.4860	34.3231
725*	31.7536	32.5475	33.3612	34.1952	35.0502	35.9263	36.8246	37.7452
727*	33.8738	34.7208	35.5886	36.4784	37.3903	38.3251	39.2832	40.2653

*Hourly rates in this pay range are for law enforcement positions assigned to work a 42.5-hour per week schedule

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SECTION 6. A schedule of standard pay ranges established for commissioned positions in the **Fire Department** in which employees are treated as non-exempt from the overtime provisions of the FLSA.

SCHEDULE OF STANDARD PAY RANGES IN HOURLY AMOUNTS
December 20, 2014 – December 18, 2015

Range	A	B	C	D	E	F	G	
821	17.5747	---	---	---	---	---	---	
824	22.1682	22.7224	23.2904	23.8727	24.4695	25.0812	25.7082	
827* 24 Hr.	17.5564	17.9953	18.4451	18.9062	19.3789	19.8634	20.3600	
827* 40 Hr.	24.5789	25.1934	25.8232	26.4688	27.1305	27.8088	28.5040	
891* 24 Hr.	14.3269	14.6851	15.0523	15.4286	15.8142	16.2096	16.6149	
891* 40 Hr.	20.0577	20.5592	21.0731	21.6000	22.1400	22.6934	23.2607	
892* 24 Hr.	15.8343	16.2303	16.6360	17.0519	17.4782	17.9152	18.3630	
892* 40 Hr.	22.1682	22.7224	23.2904	23.8727	24.4695	25.0812	25.7082	
893* 24 Hr.	17.5564	17.9953	18.4451	18.9062	19.3789	19.8634	20.3600	
893* 40 Hr.	24.5789	25.1934	25.8232	26.4688	27.1305	27.8088	28.5040	
Range	H	I	J	K	L	M	N	O
821	---	---	---	---	---	---	---	---
824	26.3510	27.0097	27.6850	28.3770	29.0865	29.8137	30.5590	31.3229
827* 24 Hr.	20.8690	21.3908	21.9255	22.4736	23.0355	23.6114	24.2016	24.8066
827* 40 Hr.	29.2166	29.9471	30.6957	31.4631	32.2497	33.0559	33.8823	34.7293
891* 24 Hr.	17.0302	17.4560	17.8924	18.3397	18.7981	19.2681	19.7498	20.2436
891* 40 Hr.	23.8422	24.4384	25.0494	25.6756	26.3174	26.9754	27.6498	28.3410
892* 24 Hr.	18.8221	19.2927	19.7750	20.2694	20.7761	21.2955	21.8278	22.3735
892* 40 Hr.	26.3510	27.0097	27.6850	28.3770	29.0865	29.8137	30.5590	31.3229
893* 24 Hr.	20.8690	21.3908	21.9255	22.4736	23.0355	23.6114	24.2016	24.8066
893* 40 Hr.	29.2166	29.9471	30.6957	31.4631	32.2497	33.0559	33.8823	34.7293

SCHEDULE OF STANDARD PAY RANGES IN HOURLY AMOUNTS
December 19, 2015 – December 23, 2016

Range	A	B	C	D	E	F	G	
821	17.7944	---	---	---	---	---	---	
824	22.4453	23.0064	23.5815	24.1711	24.7753	25.3947	26.0296	
827* 24 Hr.	17.7758	18.2202	18.6757	19.1426	19.6212	20.1117	20.6145	
827* 40 Hr.	24.8862	25.5083	26.1460	26.7996	27.4696	28.1564	28.8603	
891* 24 Hr.	14.5060	14.8686	15.2404	15.6214	16.0119	16.4123	16.8225	
891* 40 Hr.	20.3085	20.8162	21.3365	21.8700	22.4167	22.9771	23.5515	
892* 24 Hr.	16.0323	16.4331	16.8440	17.2651	17.6967	18.1391	18.5926	
892* 40 Hr.	22.4453	23.0064	23.5815	24.1711	24.7753	25.3947	26.0296	
893* 24 Hr.	17.7758	18.2202	18.6757	19.1426	19.6212	20.1117	20.6145	
893* 40 Hr.	24.8862	25.5083	26.1460	26.7996	27.4696	28.1564	28.8603	
Range	H	I	J	K	L	M	N	O
821	---	---	---	---	---	---	---	---
824	26.6804	27.3473	28.0310	28.7318	29.4501	30.1864	30.9410	31.7145
827* 24 Hr.	21.1299	21.6581	22.1995	22.7545	23.3234	23.9065	24.5041	25.1167
827* 40 Hr.	29.5818	30.3214	31.0794	31.8564	32.6528	33.4691	34.3058	35.1634
891* 24 Hr.	17.2431	17.6742	18.1160	18.5689	19.0331	19.5090	19.9967	20.4966
891* 40 Hr.	24.1403	24.7438	25.3625	25.9965	26.6464	27.3126	27.9954	28.6952
892* 24 Hr.	19.0574	19.5338	20.0222	20.5227	21.0358	21.5617	22.1007	22.6532
892* 40 Hr.	26.6804	27.3473	28.0310	28.7318	29.4501	30.1864	30.9410	31.7145
893* 24 Hr.	21.1299	21.6581	22.1995	22.7545	23.3234	23.9065	24.5041	25.1167
893* 40 Hr.	29.5818	30.3214	31.0794	31.8564	32.6528	33.4691	34.3058	35.1634

*Hourly rates in this pay range that are designated "24-Hour Shift" are for fire protection positions assigned to work hour shifts with schedules based on a 27-day work period. The rates designated "40-Hour Week" are provided to

accommodate the need to assign an employee in a position classification assigned to one of these ranges to a duty requiring that work be performed during a 40-hour per week schedule.

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SECTION 7. A schedule of standard pay ranges established for professional positions in which employees are treated as non-exempt from the overtime provisions of the FLSA.

**SCHEDULE OF STANDARD PAY RANGES IN HOURLY AMOUNTS
December 20, 2014 – December 18, 2015**

Range	A	B	C	D	E	F	G
925	18.5747	19.0391	19.5150	20.0029	20.5030	21.0156	21.5409
926	20.7803	21.2998	21.8324	22.3782	22.9377	23.5110	24.0989
927	21.8362	22.3822	22.9416	23.5153	24.1030	24.7056	25.3232
928	22.9280	23.5014	24.0889	24.6912	25.3084	25.9411	26.5894
929	24.0746	24.6764	25.2933	25.9255	26.5737	27.2382	27.9190

Range	H	I	J	K	L	M	N	O
925	22.0795	22.6315	23.1973	23.7772	24.3716	24.9809	25.6054	26.2456
926	24.7020	25.3188	25.9518	26.6006	27.2656	27.9472	28.6459	29.3620
927	25.9564	26.6054	27.2705	27.9523	28.6511	29.3673	30.1014	30.8540
928	27.2544	27.9356	28.6341	29.3499	30.0838	30.8359	31.6067	32.3969
929	28.6171	29.3324	30.0658	30.8174	31.5879	32.3776	33.1869	34.0167

SECTION 8. Other Provisions

- a. Unless otherwise indicated in the schedule contained in Sections 1 through 8 above, the pay ranges enumerated in said Sections shall constitute the total pay received by employees, subject to the following exceptions:
- (1) Commissioned officers of the Police Department who are required to wear uniforms while on duty will be issued a complete uniform. All uniform items issued under the uniform program shall remain the property of the City of Wichita.
 - (2) Commissioned Police Department Personnel, as well as Warrant Officers and Crime Scene Investigators shall be allowed up to a maximum of \$700.00 in department credit or vouchers for replacement of uniforms and/or civilian attire in accordance with departmental policy. Uniformed employees may expend up to \$350.00 of the allowance for civilian attire each year. This provision applies below the rank of Deputy Police Chief. It does not apply to civilianized positions that are not required to be in uniform.
 - (3) All members of the Reserve Police Force may, at the discretion of the City Manager, be paid up to but not exceeding the sum of \$60.00 per year, in accordance with the clothing maintenance and allowance program promulgated and administered by the City Manager, which program may be revised and amended.
 - (4) Commissioned officers of the Fire Department who are required to wear uniforms while on duty will be paid up to but not exceeding the additional sum of \$650.00. This provision applies to positions below the rank of Deputy Fire Chief.

Protective clothing will be furnished to such members of the Fire Department as may be designated by the Director of the Department. Protective clothing shall include bunkers, coats, boots, and any other items that the City Manager may authorize.
 - (5) Uniforms may be prescribed for employees in positions whose duties bring them in frequent contact with the public. Department directors may acquire, with approval of the City Manager, uniforms within budgeted amounts.

- (6) Service Officers, Security Screeners and Security Officers in the Police Department shall be allowed up to a maximum of \$450.00 in department credit or vouchers for replacement of uniforms in accordance with Departmental Policy. No allowance shall be paid in the year of initial uniform issue or any subsequent year in which all new uniforms are issued.

The City Manager may approve an annual uniform allowance or credit vouchers up to a maximum of \$125.00 for other noncommissioned City employees required to wear a standardized uniform in the performance of their assigned duties. The allowance will vary depending upon the actual costs of replacing different kinds of uniforms and departmental policy. The City Manager shall determine which positions will require such uniforms and may revise and amend such determination at his/her discretion.

Reimbursement shall be made to eligible employees, of an amount not to exceed \$150.00, expended for safety boots that meet the specifications set by the City. The City Manager shall determine which positions are eligible and may revise and amend such determination at his/her discretion.

- (7) Commissioned officers of the Police Department who have received a degree from a four-year College or university will receive \$110.00 per month for a bachelor's degree or \$135.00 per month for a master's degree. The degree must be in Administration of Justice, a related field, or be approved the Department Director and the City Manager. These employees are not eligible for the Tuition Reimbursement program.
- (8) Commissioned members of the Fire Department shall receive education pay of \$25.00 per month for associate's degree or \$50.00 per month for a bachelor's degree or \$75.00 per month for a master's degree in Fire Science from a college or university accredited by an agency recognized by the Kansas Board of Regents and certified as eligible by the Human Resources Department. These employees are not eligible for the Tuition Reimbursement program.
- (9) Airport Police and Fire Officers represented by the Teamsters Union Local #795 shall receive education pay of \$110.00 per month for a bachelor's degree in the fields of Fire Science or Administrative Justice, or as approved by Airport Management. Employees hired before January 1, 2014 will receive \$50.00 per month for a bachelor's degree or \$75.00 per month for a master's degree from a college or university accredited by an agency recognized by the Kansas Board of Regents and certified as eligible by the Human Resources Department, if earned prior to January 1, 2014. These employees are not eligible for the Tuition Reimbursement program.
- (10) Police Department personnel who are assigned to duty requiring regular and frequent aerial flights shall be entitled to Special Duty Pay, not to exceed \$60.00 per pay period in which at least ten (10) flight hours are logged. Special Duty Pay also applies to Police Department personnel who are certified/trained and assigned to bomb duty, clandestine labs, canine or SWAT duty; they shall be compensated \$60.00 per pay period in addition to their regular pay. An employee may receive only one category of Special Duty Pay.
- (11) IAFF-represented Fire Department personnel who are certified as, and members of, the team assigned to Arson Investigation, Haz-Mat or Technical Rescue, will receive an additional \$35.00 per pay period. This provision also applies to Fire Battalion Chiefs who qualify. Credentialed Paramedics will receive \$86.10 per pay period. An employee may receive only one category of Special Duty Pay.
- (12) Airport Police and Fire Officers represented by the Teamsters Union Local #795 shall receive \$35.00 per pay period in addition to their base pay upon satisfactory completion of an accredited Emergency Medical Technician (EMT) course.
- (13) Police Officers who are assigned to Field Training Officer duty shall be entitled to an additional \$1.25 per hour while actually assigned to the training of newly commissioned officers and newly commissioned reserve police officers. This shall occur only during the training cycle or remedial training cycle established for such new officers (or such training cycle as may be approved by the Chief of Police). Police Sergeants who are assigned to a Police Field Training Sergeant duty shall be entitled to an additional \$1.15 per hour while actually assigned to supervise the training of

newly commissioned officers and newly commissioned reserve police officers. This pay shall only occur during the training cycle or remedial training cycle established for such new officers (or such Training cycle as may be approved by the Chief of Police).

- (14) FOP-represented employees who opt to take and pass an annual fitness test will receive a \$100.00 bonus for each year in which they pass the test.
- (15) Sports Officials, if City employees, will be paid on a per game basis with pay ranging from \$18.00 to \$60.00 per game. Individual rates depend on the specific sport and/or certification level of the official.
- (16) Shift differential will be paid at a rate of \$0.75 per hour for hours actually worked between 6:00 p.m. and 6:00 a.m. for full-time non-exempt employees represented by the Service Employees' International Union or by Employees' Council.

The following work time will be used to differentiate between shifts for employees in the Fire Department represented by the International Association of Fire fighters:

1 st Shift: From	4:00 a.m. to 2:59 p.m.
2 nd Shift: From	3:00 p.m. to 9:59 p.m.
3 rd Shift: From	10:00 p.m. to 3:59 a.m.

The following work time will be used to differentiate between shifts for employees represented by the Fraternal Order of Police:

1 st Shift: From:	6:00 a.m.	To: 10:00 a.m.
2 nd Shift: From:	10:00 a.m.	To: 5:00 p.m.
3 rd Shift: From:	5:00 p.m.	To: 11:00 pm.
4 th Shift: From:	11:00 p.m.	To: 6:00 a.m.

Employees represented by the Fraternal Order of Police shall receive \$0.75 per hour shift differential for 2nd, 3rd and 4th shift, in addition to regular wages.

Employees of the Fire Department represented by the International Association of Fire Fighters who work a 40 hour week will receive \$0.15 per hour differential for 2nd shift and \$0.25 per hour for 3rd shift.

- (17) An employee who is put on standby status shall be compensated at the rate of \$1.00 per hour for every hour on standby status.
- (18) Allowance for travel expenses or for the use of personally owned vehicles may be made by the City Manager; and such other expenses incurred in, and as part of, official City business as shall be authorized and approved by the City Manager. Any subsistence furnished employees shall be deducted from the gross pay in the amount of the equivalent cash value as determined by the City Manager.
- (19) In recognition of long and faithful service the City Manager may approve longevity pay for certain employees in addition to other remuneration received. Such payments may commence upon the completion of six years total accumulative municipal employment, and continue each year thereafter so long as an employee shall remain in the active service of the City. The payment shall be an amount not to exceed \$2.00 times the total years of service, per month, e.g., \$2.00 X 10 years of service = \$20.00 per month payment. For employees with over eleven years accumulative City employment, the payment shall be \$5.00 times the total years of service per month, e.g., \$5.00 X 12 years of service = \$60.00 per month in payment. Refer to the Memorandum of Agreement for longevity pay for Teamsters Union Local #795 (Transit) positions.
- (20) The City Manager may authorize compensation to employees serving in an acting capacity, at the pay range of such position being filled, when such acting capacity is expected to exceed four weeks, or in accordance with approved Memoranda of Agreement with recognized employee organizations.

- (21) If an employee moves into a new classification because of a reclassification, or if an employee receives a pay range reduction, and if the employee's pay is more than the maximum pay in the new range, the employee's pay will be reduced to the maximum for the new pay range, or the employee may, at the discretion of the City Manager, continue to be paid at his/her current rate. Such employees may not receive further merit or cost of living increases until the pay range equals or exceeds the amount paid the employee.

If an employee moves into a higher classification due to a reclassification, and if the employee's pay falls below the minimum of the new range, the employee's pay will be increased to the minimum for the new pay range, or the employee may, at the discretion of the City Manager, continue to be paid at his/her current rate for up to six months following the reclassification.

- b. In addition to the compensation provided for above, there shall be paid to each employee coming within the provisions of the Kansas Workers' Compensation Act during any period of total disability compensable under said Act for a period not exceeding 90 consecutive calendar days from date of injury, his/her net pay less compensation payments received under the provisions of said Act.
- c. The City Manager shall certify the classification and compensation of each employee of the City of Wichita, and any change of classification or compensation of any employee.
- d. The City Manager shall formulate such rules and regulations as shall be necessary to carry out the purposes and intent of this Ordinance, and to establish equitable conditions of employment under the various departments and employees, including all available employee benefits.
- e. The Human Resources Director shall keep permanent records of the certification of classification and payment as is provided for in this Ordinance.
- f. The City Manager is authorized to adjust the scheduled pay ranges for specific positions, in an amount not to exceed 10%, to avoid inequities or address compression issues which may arise. In the event the City Manager exercises this authority to adjust the pay ranges, he/she shall make available to the City Council, upon request, information regarding such adjustment, and such adjustments shall be reflected in future general ordinances establishing position classifications and pay rates.
- g. If the City Manager of the City of Wichita should decide to create a new classification of positions and prescribe payments for such classifications, he/she shall make available a statement of the duties and responsibilities of such classification, together with the proposed compensation for such classification to the City Council upon request.
- h. The City of Wichita is hereby authorized to withhold from the salaries and wages of its employees such sums as they may designate.
- i. Any compensation granted as a bonus or one-time payment to an employee in any retirement plan will not be subject to retirement withholding nor will it be included in the final average salary of a retiring employee.
- j. Nothing in this Section shall be construed in any way to limit the administrative discretion of the City Manager to, within budgetary limits, increase or decrease pay rates of individual positions within the pay ranges prescribed for the position classifications, provided the certification is made to the Human Resources Director as provided herein.

SECTION 9. Ordinance No. 49-633 is hereby repealed.

SECTION 10. This ordinance shall take effect on December 20, 2014 and be published in the official city newspaper.

ADOPTED at Wichita, Kansas, this 16th day of December.

Carl Brewer, Mayor

Attest: _____

Karen Sublett, City Clerk

Approved as to form:

Sharon Dickgrafe, Interim Director of Law